

14 Deputy Sheriff's Association - Supervisory		
	Rate:	Description:
County Retirement Contribution	24.74% DSS1	Rate x Hourly Rate x Hours Worked. Hires after 4/7/11 enter Tier 2 Pension Plan. See Article 27 and 28 of the SLO County Retirement Plan. Tier 3 Effective 1/1/13
	14.68% DSN1	Rate for Supervising Dispatcher Misc
County Pickup of Employee Retirement	7.00% Safety	Rate x Hourly Rate x Hours Worked
	4.20% Non Safety	Rate for Supervising Dispatcher Misc
County Pension Bond Debt Service	4.74% Safety 6.03% Non Safety	Rate Hourly Rate x Hours Worked
County Retiree Health		\$24.30/PP full-time, \$12.15/PP part-time \$0/PP quarter-time or temp
County Pension Plan per EFS		Deputy Sheriff Safety Members (DSSF)/Tier 2 eff 9/4/11, Tier 3 eff 1/1/13 Deputy Sheriff Non Safety Members (DSNS)/Tier 2 eff 9/4/11, Tier 3 eff 1/1/13
FICA Employer	6.20%	2015 FICA wages up to \$118,500 max
FICA Employee	6.20%	2015 FICA wages up to \$118,500 max
Medicare Employer/Employee	1.45%	Medicare wages with no maximum / Add an additional .9% on taxable wages above \$200,000.
Unemployment	0.075%	County Paid Eff 1/1/2012 .1% , Eff 6/28/2014 .075%
Workers' Compensation	Varies	See B:\AC Benefits @ a Glance\WC Rates FY2012-2013.docx
County Cafeteria Contribution	\$775/mo	\$653.00/mo without medical coverage, effective 01/01/2015 Proration for part time employees hired after 02/07/06 No cashout for employees who newly opt out of medical on or after 1/2014
Health Insurance		Multiple plans available for employee and their family. Coverage for domestic partners.
Mileage Reimbursement	.56/mi	Effective 01/01/2014
	.575/mi	Effective 01/01/2015
New Hire Safety Equipment	\$800	One time payment - Safety
Uniform Allowance	\$45/mo	
Uniform Allowance for New Hires	\$300	
Career Incentive - POST	\$75/mo	Continuing training waived for recipients prior to 01/01/1994. Employees hired after 1/1/2012 are not eligible to receive the Career Incentive – POST
Career Incentive - Advanced POST	\$150/mo	Continuing training waived for recipients prior to 01/01/1994. Employees hired after 1/1/2012 are not eligible to receive the Career Incentive – Advanced POST
Dive Team Differential – Safety Only	\$50/mo	Designated by the Sheriff – Safety
Bilingual Pay - high use	\$95/mo	Approved by Human Resources
Bilingual Pay - low use	\$47.50/mo	Approved by Human Resources
Bilingual Hiring Bonus	\$3,000	\$1,500 upon hire and \$1,500 upon completion of probation
Evening Shift Differential – Non Safety Only	5% x hr rate	6pm to 11pm hours for non-flex or 3pm to 11pm if shift ends on or after 10pm WT 1200 = Base; WT 1255 = Eve Differential
Night Shift Differential – Non Safety Only	10% x hr rate	11pm to 7am hours for non-flex schedules WT 1200 = Base; WT 1256 = Night Differential
Standby/On Call	\$2.00/hr	Permanent employees
Call Back	OT/hr	2 hour minimum paid at time and one-half WT 1243 = Base; WT 1242 = Half
CTO in lieu of Call Back	1.5 hrs/hr wkd	Accrued in CTO quota
Court On Call - Safety Only	1 1/2 hours pay	For each 4 hours on call for court - Safety
Court Call Back - Safety Only	Regular rate	1 1/2 hour minimum - Safety
Overtime - Safety	per FLSA	OT threshold based on hours paid (includes paid leave hours except sick leave eff. 09/04/2011) WT 1252 = Base; WT 1251 = Half
Overtime - Non Safety	per FLSA	OT threshold based on hours paid (includes paid leave hours except sick leave eff. 09/04/2011) WT 1252 = Base; WT 1251 = Half
Overtime with Evening Differential - Non Safety	per FLSA	OT threshold based on hours paid (includes paid leave hours except sick leave eff. 09/04/2011) WT 1252 = Base; WT 1251 = Half; WT 1255 = Eve Diff'l

Overtime with Night Differential - Non Safety	per FLSA	OT threshold based on hours paid (includes paid leave hours except sick leave eff. 09/04/2011) WT 1252 = Base; WT 1251 = Half; WT 1256 = Night Diff'l
Consultation Standby – Non Safety Only	1.15/day - Non Safety	Can be paid \$25/mo for regular calls at home with approval – Non Safety (WT 1310)
CTO in lieu of OT	1.5 hrs/hr wkd	OT threshold based on hours paid (includes paid leave hours except sick leave eff. 09/04/2011)
Compensating Time Off (CTO)	Regular pay	120 hr maximum accrual; OT paid after max; payoff on termination
Sick Leave - Safety	12 days/yr	1440 hours (180 days) max accrual; payoff @ hourly rate for 50% of hours after 10 years of service; 5 years of service if hired before 12/31/77
Sick Leave - Non Safety	12 days/yr	2080 hours (260 days) max accrual; payoff@ hourly rate for 50% of hours up to 1440 hours after 5 years of service
Sick Leave Exchange for Vacation	80 hrs for 40 hrs	Per calendar year. Must maintain a 30-day balance; 14 years of service required
Holiday	12 days/yr	Does not apply to Annual Leave employees
Personal Leave	1 day/fiscal yr	Employees on initial probation excluded
VTO	160 hrs/fiscal yr	With Department Head approval
Annual Leave – Safety only	12 days/yr	12 day carryover Employees may sign up at any time, but withdrawal must be in August
Annual Leave – Non Safety	12 days/yr	13 day carryover Employees may sign up at any time, but withdrawal must be in August
Injured On Duty - Safety Only	12 months max	As approved
Vacation 320 hour cap	10 days/yr 15 days/yr 20 days/yr	Beginning of service to end of fourth year Beginning of fifth year to end of ninth year Over ten years of service Maximum payoff of 320 hours after 12 months of service (WT 1401)
Jury Leave		Regular pay while on jury duty; cannot claim jury pay
Witness Pay - Non Safety Only	Regular rate	Regular pay for being a witness in a case related to job - Non Safety
Paid Military Leave	30 days/fiscal yr	30 days maximum when called to active duty
Use of County Vehicle		
Physical Exams - Safety Only	Annual	Safety employees over 35 years of age - Safety
Suggestion Award	Based on merit	Submit ideas to the Suggestion Award Committee
ITS Health Care Spending Account	Pretax deduction	Employee paid up to \$2,500 per plan year (Reimbursement WT 2552)
ITS Dependent Care Spending Account	Pretax deduction	Employee paid up to \$5,000 per plan year (Reimbursement WT 2551)
Deferred Retirement Option Plan (DROP) Tier 1 Only	Up to 5 years	Employee continues active employment while Pension benefits are paid to a DROP account.
Deferred Comp	Pretax deduction	Employee paid up to \$18,000 or 100% of wages/yr
Deferred Comp Catchup	Pretax deduction	Employee paid up to \$6,000 for 50+
Automatic Payroll Deposit		All new employees hired on or after 05/25/2005 are required to have direct deposit of County pay into a financial institution of employee's choice